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1911

Constitution

INTERNATIONAL
ASSOCIATION
OF BRIDGE AND
STRUCTURAL
IRON WORKERS



ORGANIZED FEBRUARY 4, 1896

CONSTITUTION

OF THE

International Association
of Bridge and
Structural Iron
Workers

Organized February 4, 1896



This Constitution was Revised and Approved
at Rochester, N. Y., September
26, 1910

Amendments were approved by referendum vote

Effective January 1, 1911

PREAMBLE

“It being a self-evident fact, fully demonstrated by past experience, that centralization and unity of action among the iron industry of this country is necessary in order to successfully deal with the ever-growing encroachments of organized capital, and the many grievances of which our craft is subjected to which require speedy adjustment, and upon the satisfactory settlement of which may hinge the welfare of all brothers in our craft; therefore, believing that this may best be obtained by united action and effort, thus forming a solid representative organization, each pledged to carry into effect the immortal injunction that ‘an injury to one is the concern of all,’ we pledge ourselves to make any reasonable sacrifice in order to uphold these principles and to advance and perpetuate the Union.”

1911

CONSTITUTION

NAME.

Section 1. This organization shall be known as the International Association of Bridge and Structural Iron Workers.

Sec. 2. It shall consist of an unlimited number of bridge, structural and ornamental local unions, and members, and shall not be dissolved as long as there are the two dissenting local unions.

OBJECTS AND JURISDICTION.

Sec. 3. The objects of the International Association are to encourage a higher standard of skill, to cultivate feelings of friendship among the craft, to assist each other to secure employment, to reduce the hours of labor, to secure adequate pay for our work, to discourage piece work by legal and proper means, to elevate the moral, intellectual and social condition of all members, and to improve this trade.

Sec. 4. The erection and construction of all steel and cast iron structures, ornamental or otherwise, viz.: Bridges and viaducts, steel stacks, steel coal bunkers, ash, coal and ore conveyors, car-dumpers, jail and cell work, steel grain elevators, and tanks, steel stand pipes, steel water tanks, iron and steel bulkheads, steel towers, blast furnaces, including skip hoists and top rigging, ash pans and ash hoppers. All structural work pertaining to buildings, or in support of boilers, frame, and all steel or cast iron work pertaining to buildings, or in support of boilers, including foundation beams, columns, beams or girders, and structural work for safe deposit vaults, mullions, steel or cast iron; also the wrecking of bridges, viaducts and steel buildings; also any work required to change or alter in field material shipped

from the shops, such as framing, cutting, bending and drilling; ornamental front work (solid or shell); corrugated sheet work when attached to steel frames, plates, anchors, caps, corbells, light lintels, etc.

Sec. 5. The erection and removal of all necessary false work, derricks, travelers and scaffolding; all pile-driving and wharf-building and the handling and operating of derricks in connection with same, where no bona fide union of pile-drivers or derrick men exists.

Sec. 6. Iron, steel and reinforced concrete are included in the above claim, but under no circumstances are any of the above three items to be conceded to a pile-drivers' or derrick men's union by this Association. The moving and placing of heavy machinery in bridges and buildings, elevator cars, elevator pans, all grating, bucks for hallways, iron partitions, ceilings, hangers, clips and all bracket work; all iron work appertaining to concrete work, all steel corner beads, all iron flooring, rolling shutters and curtains, iron frames, Kalameined and iron doors, shutters, cast tiling, French frames, plates, overhead travelers, all wire work, railings, window guards and all fencing.

Sec. 7. The erection and construction of all ornamental and structural iron, brass and bronze, all grill work, sidewalk and vault lights, skylights, roofs and towers, all elevator and dumb-waiter enclosures, all iron fronts, metal furniture, mail chutes, all cast or wrought iron ventilators, iron stairways, fire escapes, iron or steel signs, and all housesmith work on buildings.

ANNUAL CONVENTION.

Sec. 8. The convention of this Association shall be held annually, on the third Monday of September, at such place as may be designated by the last preceding convention.

Sec. 9. On motion of five local unions in good standing, no two local unions from one State, the place of holding a convention can be changed by a majority vote of the members of the International Association. A special convention can be called in the same way.

REPRESENTATION.

Sec. 10. Each local union shall be entitled to representation as follows: One for 100 members or less, and an additional one for each 100, or major fraction thereof, up to 500; one for each additional 250 or major fraction thereof up to 1,000, and one for each additional 500 or major fraction thereof thereafter.

Sec. 11. Representation shall be based upon the average number of monthly dues stamps purchased during the fiscal year.

Sec. 12. Each delegate shall establish his claim to a seat by credentials duly signed by the President and Secretary of the local union he represents, with the seal of said local union attached.

Sec. 13. No member shall be eligible as a delegate or proxy delegate to a convention of the International Association unless he is a practical structural or ornamental iron worker or pile-driver, working at the trade three months or more in the past year, or who has been injured and incapacitated at the trade and still retains active membership in the local union, and must be six months a member in good standing in the local union, and shall not be permitted to cast more than one proxy vote, and that proxy of the local he is duly elected from. No delegate shall be permitted to cast more than one proxy vote.

Sec. 14. A local union shall not be entitled to representation which is indebted to Headquarters on the accounts of the last fiscal year, unless such indebtedness be paid prior to the convention being called to order.

Sec. 15. No local union shall be entitled to representation unless organized at least four months prior to date of holding convention.

Sec. 16. The election of delegates and alternates shall be held at a regular meeting or election between the 15th day of June and the 15th day of July preceding the convention.

Sec. 17. The Recording Secretary shall, under penalty of \$5 fine, at once report to the Secretary-Treasurer the name and post-office address of each delegate and alternate.

Sec. 18. A quorum for the transaction of business shall consist of a majority of the local unions represented at the convention.

OFFICERS.

Sec. 19. The officers shall consist of a President, First Vice-President, Second Vice-President, Secretary-Treasurer and Executive Board of seven members. No local union shall be entitled to more than one of said officers or members of Executive Board.

Sec. 20. Officers shall be elected according to the order of business, and shall serve until their successors are elected and duly qualified.

Sec. 21. The election of officers shall be conducted by three judges of election. Each candidate for office shall suggest one judge and the President shall appoint one judge, who shall have full charge of the election for that office. In cases where there are more than two candidates, and not more than three candidates, each candidate shall select one judge, which shall comprise the board. Where there are more than three candidates for one office, the first three candidates nominated shall name judges of election.

Sec. 22. The election shall be conducted by secret ballot; the Secretary shall call the

roll and each delegate shall step to the ballot box and deposit his ballot in the ballot box in the presence of the judges. A majority of all votes cast necessary for an election.

Sec. 23. The President shall appoint three judges to conduct the election of the Executive Board.

DUTIES OF THE PRESIDENT.

Sec. 24. It shall be the duty of the President to devote his whole time to the interests of the International Association. He shall preside at all sessions of the Annual Convention and conduct the same according to parliamentary law in conformity with the Constitution, and appoint the following committees, which shall consist of no less than five delegates: Officers' Reports, Constitution, Resolutions and Propositions, and Press Committees, and any other that the convention may order, unless otherwise specially provided for. In the event of a death, resignation, suspension or removal of any officer, he shall appoint a successor to fill the vacancy thus created, and said member appointed shall be a member in good standing of the local union to which his predecessor belonged; such appointment to be approved by the Executive Board and made in accordance with Section 19. He shall, in conjunction with the Secretary-Treasurer and Executive Board, grant and sign all charters and official documents and exercise a general supervision over the affairs of the International Association. He shall organize or cause to be organized local unions in isolated localities. He shall submit to the Secretary-Treasurer at the end of each month an itemized account of all money expended by him. He shall make partial reports of his transactions for publication in the Official Journal, monthly, and shall report all of his transactions to the succeed-

ing convention of the International Association. The President shall appoint an Auditing Committee of three members at the end of each quarter to audit the accounts of the Secretary-Treasurer; one of this committee shall be a member of the Executive Board. A copy of this report shall be published quarterly in the Official Journal. The President shall be jointly responsible with the Secretary-Treasurer for the disbursement of all funds from the treasury of the International Association. He shall, before assuming his duties, execute a surety bond with a reliable surety company in the sum of not less than two thousand five hundred dollars (\$2,500), subject to the approval of the Executive Board, and payable to the International Association. The President shall receive for the faithful performance of his duties the sum of two thousand dollars (\$2,000) per annum, payable in monthly instalments, and he shall be allowed on presentation of receipted bills, railroad fare, telegrams and telephone messages, and three dollars (\$3.00) per day for hotel expenses.

DUTIES OF VICE-PRESIDENTS.

Sec. 25. It shall be the duty of the First Vice-President to assist the President in conducting the meeting of the International Association. In the absence of the President he shall preside, and in every respect discharge the duties of the President, and he shall be subject to the same rules of discipline while acting as such.

Sec. 26. The duties of the Second Vice-President shall be the same as the First Vice-President in the absence of the President and First Vice-President.

DUTIES OF THE SECRETARY-TREASURER.

Sec. 27. It shall be the duty of the Secretary-Treasurer to devote his whole time to

the interests of the International Association. He shall read all petitions and communications submitted to the Executive Board and Annual Convention, and file and safely keep all important papers and seal all charters and official communications emanating from International Headquarters. At each Annual Convention he shall submit a complete printed report of the receipts and expenditures during his term of office, the membership of the International Association, with the number of deaths, suspensions and withdrawals. The fiscal year shall begin July first and end June thirtieth. He shall also present report of the local unions organized and disbanded and all other matter pertaining to his office. He shall receive all money due the International Association for monthly dues and assessment stamps and other sources, and issue receipts for same. He shall also make a monthly report of all money received and expended, and publish same in the Official Journal. He shall be the custodian of the funds of the International Association, and shall attend Annual Convention of same and all meetings of the Executive Board with necessary books and papers. He shall, with the approval of the Executive Board, employ such assistants as are necessary for the performance of his duties; such assistants must, as far as practicable, come from the ranks of the International Association. He shall furnish supplies to local unions and perform such other duties as are generally required of a Secretary-Treasurer. He shall keep all money collected for death insurance in a separate fund, and maintain a complete account of the receipts and expenditures of the same in a separate set of books; the above shall also apply to the Official Journal. He shall open an office, which shall be used jointly by the President, Secretary-Treasurer and Executive Board.

He shall, before assuming his duties, execute a bond with a reliable surety company in the sum of not less than ten thousand dollars (\$10,000), said bond to be subject to the approval of the Executive Board and payable to the International Association. Should the amount in the hands of the Secretary-Treasurer exceed the amount for which he is bonded, he shall deposit such surplus funds in a depository approved by the Executive Board. The Secretary-Treasurer shall qualify within sixty days from date of election, failing in which, the Executive Board shall proceed to select a member to fill the office, who shall qualify as herein specified. The Secretary-Treasurer shall receive for the faithful performance of his duties the sum of eighteen hundred dollars (\$1,800) per annum, payable in monthly instalments.

Sec. 28. The Secretary-Treasurer shall submit to the President a list of delegates-elect to the Annual Convention. From this list of eligibles three delegates shall be selected to act as an Auditing and Credential Committee. This committee shall meet at headquarters five days previous to the meeting of the convention to audit the Secretary-Treasurer's books and accounts, and pass on credentials of delegates-elect to the convention.

DUTIES OF THE EXECUTIVE BOARD.

Sec. 29. The Executive Board shall consist of the President, First Vice-President, Second Vice-President and four members. They shall hold meetings when necessary, in which the Secretary-Treasurer shall have the right to a voice, but no vote. All correspondence for the Executive Board shall come through the Secretary-Treasurer.

Sec. 30. The Executive Board shall decide all points of law, all grievances and appeals submitted to them in legal form, and their decision shall be binding until reversed

by the convention; they shall have power to authorize strikes in conformity with this Constitution, examine the bonds of the President and Secretary-Treasurer and hold them in trust, and shall have general supervision over the International Association.

Sec. 31. Any local union which may have been ordered on strike for a reduction of the hours of labor or an increase of the regular wages, or against non-union men, and through such strikes should become financially embarrassed, the Executive Board shall have the power to assist them financially, and, if necessary, to levy an assessment on all members of the local unions connected with the International Association, provided they shall have complied with Section 97. Said assessment is not to exceed fifty cents weekly.

Sec. 32. If at any time a disaster or fatality should occur the Executive Board shall have authority to levy an assessment sufficient to replenish the treasury of the International Association for the expense incurred through said disaster.

Sec. 33. In cases where disputes arise between local unions regarding the jurisdiction of territory, or the different branches of the trade, the parties in dispute shall each select a committee of three to meet jointly and define certain boundary lines; on their failure to arrive at a decision the President shall appoint a disinterested member of the Executive Board to act as referee, and his decision shall be binding on all parties, pending an appeal to the next convention, which decision shall be final and binding. The expenses of said arbitrator shall be borne equally by the local unions interested.

Sec. 34. When a general agreement is to be drafted, it shall be drawn up and entered into by the Executive Board and one member from each local union that is not represented on the Executive Board. The

above member shall be selected and his expenses paid by the local union of which he is a member. The Secretary-Treasurer shall notify all local unions as to time and place of meeting.

Sec. 35. The Executive Board shall make a report in writing of all their official business for the preceding year, at the convention.

Sec. 36. When the funds of the International Association are \$1,000.00 or less, an assessment of twenty-five cents per member may be called by the Executive Board, and no money can be appropriated for any purpose except salary for officers.

Sec. 37. The Secretary-Treasurer, on order of a majority of the Executive Board, shall deposit to the credit of the President the sum of five hundred dollars (\$500). When the money in this fund is exhausted the President shall submit to the Executive Board, through the Secretary-Treasurer, an itemized account of money expended, and the Secretary-Treasurer shall, upon order of a majority of the Executive Board, replenish this fund from time to time, not to exceed five hundred dollars (\$500); in no case shall this fund be replenished except said itemized account is presented and approved.

Sec. 38. All officers, at the expiration of their terms of office or when removed, shall deliver to their successors all books, papers, money and other property in their possession belonging to the International Association, and they shall not be relieved from their bonds until this law is complied with.

Sec. 39. The President and Secretary-Treasurer shall be members of the succeeding convention, but without vote. They shall be eligible for re-election and their hotel and railroad expenses shall be defrayed by the International Association. In the event of the President or Secretary-Treasurer being returned as delegates by

their respective local unions, their expenses shall be paid by the local union they represent, and they shall be vested with the same powers and privileges as other delegates. No provision of the preceding section shall deprive the President of his established prerogative of voting in case of a tie.

Sec. 40. The duties of the Auditing and Finance Committee will be to investigate all claims and bills of the International Association, and under no circumstances can a bill be voted on or considered before it is referred to the Finance Committee at convention assembled.

Sec. 41. Vice-Presidents, Executive Board members and Organizers shall report to the Secretary-Treasurer monthly, giving an itemized account of their expenses for the previous month. This report shall be forwarded to the Secretary-Treasurer on or before the fifth of every month. They shall also send in a monthly report of their work.

TRIALS OF OFFICERS.

Sec. 42. Should charges be filed against any officer and a majority of the Executive Board deem such charges sufficient to warrant a trial, the President shall suspend such officer pending trial.

Sec. 43. Every officer shall be entitled to a fair trial for offenses charged against him. All charges preferred against an officer shall be made in writing, signed by a local union or three members in good standing, and forwarded to the Secretary-Treasurer, who will forthwith forward a correct copy to the other members of the Board, and if, in the judgment of a majority of the Executive Board, the charges are deemed sufficient to warrant the action, the President shall appoint a day for trial and direct the Secretary-Treasurer to notify the accuser and accused of the time of meeting. The accused may have counsel, and if he cannot be res-

ent he may appoint counsel to represent him, provided that the person or persons selected to act as counsel shall be a member or members in good standing. On the day appointed the board shall convene at Headquarters and try the case. The board may summon witnesses to appear and present their full testimony. The Secretary-Treasurer shall keep a full and complete record of the proceedings. The board shall consider the testimony and render its decision as to the innocence or guilt of the accused. Should the accused be found innocent he shall be acquitted and exonerated; but should he be found guilty he shall be censured, suspended or removed from office, as the board may determine, and the Secretary-Treasurer shall immediately notify all local unions by circular letter of the decision rendered in the case. When charges are preferred against the President and approved by a majority of the Executive Board, the First Vice-President shall assume the duties of the President pending a decision.

APPEAL FROM DECISION OF EXECUTIVE BOARD.

Sec. 44. Should the officer so suspended or removed consider that an injustice has been done him by the Executive Board, he may appeal to the next convention and so notify the Secretary-Treasurer at least thirty days prior to the assembling of the convention. Such appeal may be presented to the convention by the defendant or his counsel at the proper time, together with any new evidence he may possess. The Executive Board shall present all evidence taken in the case, and the convention shall carefully and impartially consider the case. The defendant may be heard in person or by counsel, not exceeding three in number, who must be members in good standing. The counsel and the board shall submit their arguments. The question shall then be put:

"Shall the decision of the board be sustained?" After which the vote shall be taken without debate. A two-thirds vote of the convention will be necessary to reverse a decision made by the Executive Board.

SOURCES OF REVENUE.

Sec. 45. The revenue of the International Association shall be derived from the following sources:

1. Sale of monthly dues and initiation stamps.
2. Sale of supplies.
3. Advertising.
4. Interest on money in bank.
5. General membership fees and dues.
6. Assessments levied in accordance with provisions of the Constitution.

Sec. 46. There shall be paid as per capita tax the sum of 40 cents per member per month on all members in good standing on the books. A valuation of 50 cents shall be placed on initiation stamps. Dues and initiation stamps shall be secured from Secretary-Treasurer and remittances made in accordance with above valuation.

Sec. 47. Financial Secretaries shall make a written report monthly to the Secretary-Treasurer on the official blanks furnished for that purpose containing the names and numbers of the candidates initiated, and members reinstated, received on transfer, suspended, died, expelled, withdrawn, or transferred out.

Sec. 48. Should the Financial Secretary fail to make report for the preceding month by the 15th of the following month, the local union shall be fined \$5.00 for the first offense and \$10.00 for the second offense.

Sec. 49. All money due Headquarters must be forwarded by the Financial Secretary of the local union on the first meeting night of each and every month, for the past month, and be made payable by express or postoffice money order, check or bank draft

to the Secretary-Treasurer, who shall issue receipt for same.

Sec. 50. A standard initiation fee of \$25.00 shall prevail in all local unions, except by permission from the Executive Board, when a local union can open their charter for membership for a period of three months, and such local union cannot charge less than \$5.00 for the initiation fee during these three months. This applies to outside local unions.

Sec. 51. Any local union may open its charter for a stated time by the consent of the Secretary-Treasurer and a majority of the Executive Board; it being understood that all members taking advantage of the open charter will not be allowed to work outside the jurisdiction of the local union with which he is affiliated for a period of six months, except by paying a differential fee. This law also to apply to newly organized local unions.

LOCAL UNIONS.

Sec. 52. Upon the receipt of application for a charter from the International Association, the subject-matter shall be referred to the Executive Board, which shall have full power to act. If the Executive Board favors the granting of a charter, the Secretary-Treasurer shall proceed to issue same as provided by the Constitution. The Secretary-Treasurer shall not number any new charter the same as of any lapsed or suspended local.

Sec. 53. Ten practical structural or ornamental iron workers or pile-drivers of good moral character and competent to demand standard wages, may form a local union by conforming to the constitutional requirements.

Sec. 54. The fee shall be fifteen dollars (\$15) for charter and complete outfit, and said fee shall, with the names and descriptions of the charter members, accompany

each application. Above application is to be made on blank forms, which can be obtained from the Secretary-Treasurer. Each local union shall have the power to enact its own laws, subject to approval by the Executive Board. The International Constitution shall govern at all times over local laws.

Sec. 55. Any local union which shall become in arrears to the International Association for sixty days shall be immediately notified to that effect by the Secretary-Treasurer, and if their account remains unsettled for the space of four weeks after notice, they shall stand suspended, and all local unions be notified of such action.

Sec. 56. Any local union suspended for non-payment of per capita tax, fines or assessments shall be reinstated upon the payment of all arrears and an additional fifteen dollars (\$15). All local unions shall be notified of such reinstatement.

Sec. 57. If at any time a local union should dissolve, all property, books, charters and funds held by or in the name of or on behalf of said local union, shall be forwarded immediately by express to the Secretary-Treasurer, to be held in safe keeping by him.

Sec. 58. The officers and members of said local union will be held responsible for compliance with this section within thirty days after such dissolution, under penalty of being prosecuted by law and forfeiture of membership and benefits in this organization.

Sec. 59. It shall be the duty of Secretaries to cancel old Membership Books when issuing new ones. Any Secretary not complying shall be fined not less than \$5.00.

Sec. 60. Any local union charged with violation of the Constitution shall be so notified, and asked to appear before the Executive Board to answer to charges preferred. If the Executive Board shall decide by a two-thirds vote that said local union has vio-

lated the Constitution, it shall be fined not less than \$100.00 or more than \$500.00, and the Secretary-Treasurer shall notify all local unions of the Executive Board's decision. All fines to be paid to the Secretary-Treasurer within sixty days after being levied. Upon payment of said fine the local union shall have the privilege of appealing to the succeeding convention, which shall render a decision that shall be final and binding. Upon the refusal of the local union to pay this fine it shall stand suspended, and the Secretary-Treasurer shall notify all local unions of said suspension.

Sec. 61. All local unions shall notify the Secretary-Treasurer of members fined, suspended, expelled or defaulting. The Secretary-Treasurer shall send a copy of such names to all other local unions.

Sec. 62. Each local union shall have an Examining Board to examine into the qualifications of candidates seeking admission as members of a local union of this body.

Sec. 63. No local shall accept or make an agreement governing the employment of apprentices for less than on a basis of one apprentice to seven mechanics. This clause to apply only to structural locals.

Sec. 64. No charter shall be removed from the city to which it was issued, and must be displayed at any and all meetings.

Sec. 65. Meetings must be held once or more every month. If a local union fails to meet at least once a month the Secretary-Treasurer shall have power to revoke said charter, by and with the consent of a majority of the Executive Board.

Sec. 66. At the request of a local union the Secretary-Treasurer, with the consent of the Executive Board, may issue sub-charters for the benefit of men working in towns or country outside of a limited distance of the original charter. The Constitution and By-Laws of the original local union shall be the

Constitution and By-Laws of the sub-local union.

A fee of \$3.00 shall be charged for each sub-charter issued.

Sec. 67. No local union shall send circular letters to other local unions asking for financial aid unless they have first obtained the sanction of the International Executive Board. Failure to abide by the above law shall subject the local union to fine or suspension.

Sec. 68. The books and accounts of local unions shall be open to inspection to an accredited representative of this International Association, when, in the judgment of the International Executive Board, the same is deemed necessary to preserve the best interests of the local union or the International Association.

Sec. 69. The Secretary of each local union must send with the delegates to the Annual Convention all receipts of amounts paid by said local union to the Secretary-Treasurer; those receipts must be presented to the Finance and Auditing Committee for comparison with the Secretary-Treasurer's books.

Sec. 70. It shall be the duty of the Secretary of each local union to report to the Secretary-Treasurer in duplicate, on the last day of each calendar month, the number of jobs in course of erection, the name of the firm having same—if sub-contracted—the name of the original contractor, and also the sub-contractor and the name of superintendent or foreman on said job. This section shall apply to union and non-union work.

Sec. 71. The Secretary-Treasurer shall furnish each local union suitable blanks for the above reports. The Secretary-Treasurer shall keep one copy on file in his office, and forward the other copy to the President for his guidance.

Sec. 72. Any Secretary who fails to comply with this section shall be fined five dollars for the first offense and ten dollars for each additional offense.

Sec. 73. Any member of the International Association who ships out to work through the office of any local union and fails to live up to the provisions of the written agreement under which he shipped, shall be fined the amount of the railroad fare plus \$10. Fare to be refunded to shipper; fine to revert to the International Association and be collected by the local union in which member deposits transfer card.

Sec. 74. Any local union that fails to enforce Section 73 shall be fined \$10, plus railroad fare advanced by contractor.

Sec. 75. A certified copy of each audit of the books of local unions shall be forwarded to Headquarters ten days after same has been made.

Sec. 76. It shall be obligatory upon local unions or District Councils, where they exist, to affiliate with local Building Trades Councils of the Building Trades Department of the American Federation of Labor.

WITHDRAWALS.

LOCAL UNIONS.

Sec. 77. In the event of any local union deciding by a majority vote to withdraw from the International Association, the minority, if ten members or more, shall retain the charter and supplies, shall be commended to all central bodies as the only legitimate organization, and shall receive the support of the International Association in accordance with the provisions of the Constitution.

PERSONS NOT WORKING AT THE TRADE.

Sec. 78. Members in good standing who cease to work at the business shall be entitled to the withdrawal card issued by this

Association, which exempts them from the payment of all dues, and deprives them of all offices and benefits whatsoever.

The withdrawal card shall contain on its obverse side the following words:

INTERNATIONAL ASSOCIATION OF BRIDGE AND
STRUCTURAL IRON WORKERS.

.....19..
This certifies that, the holder hereof, is at this day and date a member in good standing of Local Union No., of of and is granted this honorable withdrawal card, which exempts him from all dues or taxes whatsoever, and acquits him of all rights to benefits of any kind whatsoever in said organization; and he is required to deposit same with the proper officer before seeking work under the jurisdiction of any local union; and he promises not to violate any trade requirement of the said International Association or its local unions while holding this card.

Witness our hands and the seal of the union, the day and year first above written.

.....President.
.....Secretary.

Countersigned:
.....Secretary-Treasurer.

The reverse of the card shall contain the following, which must be subscribed to when the holder deposits same for the purpose of resuming active membership:

I hereby affirm, on my honor as a man, that since receiving this card I have not been guilty of violating any regulation of the International Association, or any union subordinate thereto; and this declaration is made with the full knowledge that any wilful misrepresentation renders me liable to discipline.

.....(Signature.)

The withdrawal card issued by local unions shall be similar to the above. Blank forms to be procured from the Secretary-Treasurer.

Immediately on returning to the business, the holder of a withdrawal card shall deposit the same, subject to the approval of the local union issuing it, and shall be placed on the active list.

A member of a local union working regularly at the business cannot demand the right of withdrawing from the union on the plea of economizing expenses or of inability to pay his dues; and the union, in such a case, is justified in refusing a card.

Any member returning to work at the business inside of one year shall be compelled to pay the dues of local issuing said card before being reinstated.

DISABLED MEMBERS.

Sec. 79. The International Association will grant a Withdrawal Card to members who become permanently disabled or incapacitated while working at the trade and are in good standing; such card will permit the holder to work in the jurisdiction of any local union, subject to the established working rules of the district; no benefits to be derived, except working privileges. Application for Withdrawal Card must be indorsed by the local union of which the injured man is a member; same to be revokable for cause.

Sec. 80. When any person has been fined, suspended or expelled by a local union and moves to the jurisdiction of another local union, the Executive Board shall have the authority to, upon request of local union or individual, investigate the case in question and alter or amend penalty as in their judgment will be for the best interests of the International Association. The action of

the Executive Board shall be subject to appeal to succeeding convention.

Sec. 81. Local unions shall elect a Statistician, whose duties shall be to keep a correct record of every case of injury, nature and cause of same, whether temporary or permanent, and length of time incapacitated; also keep a record of accidental deaths, cause of same, whether deceased was married or single and the number of dependent relatives, if any, left without support. The Secretary-Treasurer shall furnish a book for the Statistician, with suitable duplicate sheets, one sheet to be forwarded to headquarters monthly, the other to be retained by the local union.

Sec. 82. Local unions not complying with the above shall be fined \$10 for each offense.

TRANSFERS.

Sec. 83. Any member desirous of leaving the jurisdiction of his local union shall procure a Clearance Card from the Financial Secretary by paying all arrearages.

Sec. 84. When a member in good standing in a finishing local transfers into the jurisdiction of a structural local, member's transfer must be accepted and member granted the protection he is entitled to by virtue of his affiliation with the International Association.

Sec. 85. Should a member secure employment in the jurisdiction of any local union and fail to present Clearance Card he shall receive a permit for which he shall pay the sum of two dollars (\$2.00), said sum to be refunded if Clearance Card is deposited in fifteen days. It shall be optional with local unions to renew permit.

Sec. 86. Should the holder of a Clearance Card, who has not worked in any jurisdiction, fail to deposit the same with a local union before the expiration of thirty days, he shall be entitled to another Clearance

Card by returning the card issued within thirty days of date of issue, together with one month's dues and assessments, to the local union by which it was issued.

Sec. 87. A Clearance Card, properly made out, must be honored by any local union to which it is presented. It shall be optional with the local union accepting such card to have applicant appear before the local Examining Board.

Sec. 88. Any member transferring from one local union to another, who has paid dues in advance, shall have same refunded. Financial Secretary shall remove necessary stamps and mark transfer paid for month only in which it is issued.

Sec. 89. No member shall be assessed by more than one local union during the same calendar month. Any member transferring into a local union who has not been assessed for the month in which he has transferred shall pay all assessments of local union in which he deposits his transfer.

Sec. 90. When a member applies for new Membership Book or Clearance Card he shall present old Membership Book for cancellation, and no member shall be allowed to carry more than one book in the International Association.

Sec. 91. Clearance Card shall contain coupon, which must be returned to issuing local union by Secretary of local union accepting transfer.

Sec. 92. A local union may in the case of a protracted strike or other disaster annul the transfer privilege by securing the consent of the Executive Board. Said annulment can be revoked at any time the Executive Board may see fit.

Sec. 93. Any member belonging to a lapsed or suspended local union can procure a transfer if no charges exist against him, by applying to the Secretary-Treasurer and paying all arrearages.

Sec. 94. Financial Secretary must issue transfer to member upon the payment of dues and assessments, irrespective of personal debts.

Sec. 95. If a member applies for a transfer, makes the necessary remittance, and can produce documentary proof that the remittance has been made and the transfer not issued, the same can be procured from Headquarters through the local union in whose jurisdiction the member is working.

SALARY.

Sec. 96. Any member of the International Association who is obliged to cease his regular employment in the performance of his duties for the International Association, shall receive the sum of five dollars per day, transportation and three dollars per day for hotel expenses.

QUALIFICATIONS.

Sec. 97. Any candidate to be admitted to membership in any local union of the International Association must be a practical workman, and must be of good moral character and competent to demand standard wages.

Sec. 98. Any applicant failing to meet the requirements of a local union affiliated with the International Association shall not be eligible for membership in any local union of the International Association for a period of six months after being rejected by the first local union that he applied to. Should said applicant gain membership by false pretenses, his Dues Book shall be revoked.

Sec. 99. A person who has been fined, suspended or expelled from or rejected in any local union of the International Association shall not be eligible to membership in any other local union, except by permission of the Executive Board; the action of the Executive Board to be ratified at the next convention.

Sec. 100. Any one making application to a local union shall be compelled to pay his full initiation fee to the local union to which he has made application.

DEATH CLAIMS.

Sec. 101. The International Association shall pay all death benefits. One hundred dollars (\$100.00) shall be allowed to each member in good standing as death benefit, to be paid by the Secretary-Treasurer to Financial Secretary of local union of which deceased was a member, on presentation of proof of death from the Secretary of the local union. Death certificate must be accompanied by Membership Book of deceased member, and to be entitled to benefit said book must show that at the time of death Membership Book was stamped for the current month or preceding month. It shall be the duty of the Secretary of each local union to notify the Secretary-Treasurer immediately upon the death of any member in good standing. To be eligible for said benefit a member must be six months initiated, and must not be more than thirty days in arrears.

Sec. 102. Membership Book and certificate of death must be presented within sixty days from date of death or claim will not be approved.

Sec. 103. Local unions shall receive statement of stamp account from Secretary-Treasurer, quarterly. Upon failure to remit for same within thirty days from date of such statement the members of said local union shall not be entitled to death benefits until all arrearages are paid.

Sec. 104. When a question arises as to the legality of a death claim the Secretary-Treasurer shall have authority to investigate the case and require a sworn statement, signed by the President and Financial Secretary of the local union from which the

claim originated. If it is found that Financial Secretary of any local union has altered Dues Book of any member after death, he shall be suspended from all rights and privileges of the International Association for a period of six (6) months, and the local union shall be fined the sum of one hundred (\$100) dollars. The above fine must be paid subject to an appeal to the next convention.

STRIKES.

Sec. 105. Strikes not requiring financial aid from the International Association can be conducted on the rules and usages laid down by the local union interested. All local unions to receive the assistance of the International Association for a general strike must present agreement desired to the Executive Board at least sixty days prior to its taking effect. Said agreement must receive approval of a majority of the Executive Board, and if this law is not complied with, local unions seeking financial assistance shall have no claim on the International Association.

Sec. 106. After an agreement has been entered or articles of agreement presented to employers by any local union, said local union must immediately furnish the Secretary-Treasurer with a sufficient number of copies of said agreement for distribution to each local union, and one copy of said agreement to be on file in the office of the Secretary-Treasurer.

Sec. 107. Should a local union violate the provisions of an agreement that has been accepted by it and approved by the Executive Board, and said violation cause a strike, it is hereby understood that no financial assistance shall be extended by the International Association during the existence of such strike.

Sec. 108. A local union having a grievance shall present same with full particu-

lars to the President, whose duty it shall be to use his best endeavors to adjust said difficulty. Failing in a settlement, the President shall be empowered by and with the consent of a majority of the Executive Board to call a strike pending settlement of grievance. Strikes so called shall be under the supervision of the Executive Board, and no local union involved in such strike shall be permitted to make a settlement without first receiving the consent of the Executive Board.

CHARGES.

Sec. 109. Any officer or member of the International Association who is guilty of any improper conduct, or who wrongs a member or defrauds him, or wilfully slanders any officer or member of the International Association, or commits an offense discreditable to the International Association, or who endeavors to create dissension among the members, or who works against the interests and harmony of the International Association, or who advocates a division of the funds or dissolution of any local union, or the separation of any local union from the International Association, shall be fined or expelled, as a majority of the Executive Board may determine, subject to an appeal to the convention.

Sec. 110. Any officer of a local union, whether elected or appointed, who shall, after a fair and impartial trial by jury, be found guilty of misappropriating the funds of a local union, shall forfeit all rights to hold any office of trust in the Association. Conviction shall be subject to appeal to the International Executive Board.

BONDING OF LOCAL OFFICERS.

Sec. 111. Within a reasonable time before the beginning of each year it shall be the duty of the President and Secretary-

Treasurer to arrange satisfactory terms with a reliable surety company and to enter into contract with such company for the bonding during the ensuing year of all local union Financial Secretaries, Business Agents and Treasurers in a sufficient amount to be determined by them. The bonds thus secured shall be held in trust by the Secretary-Treasurer, and all local unions shall fill out and forward, or cause to be filled out and forwarded to the Secretary-Treasurer, the necessary applications and other information required thereunder. It shall be the duty of each local union to comply with the provisions and terms thus arranged under the usual penalties, and each local union shall pay to the Secretary-Treasurer within the time prescribed by him the amount of premium due for the officer or officers of the local union so bonded. Should any claim for loss of money be made by a local union under the bond, notice of such shall be forwarded to the Secretary-Treasurer by the Financial Secretary of the local union, under seal, and a sworn itemized statement showing the amount of such loss shall accompany such notice, or shall be furnished as soon thereafter as practicable. On receipt of such notice the Secretary-Treasurer shall notify the surety company of the loss, and upon proper proof thereof being made shall demand payment of the same, to be made to him by the surety company, and upon such payment being made, he shall forward the said amount to the Financial Secretary of the local union which has sustained the loss.

Sec. 112. No local union shall be authorized to accept as a settlement of any loss thus incurred any amount less than the actual loss incurred (provided such loss does not exceed the amount of the bond) or release the surety company from liability without the consent of the Secretary-Treasurer.

CREDENTIALS OF OFFICERS.

Sec. 113. A credential shall be issued to each officer by the Secretary-Treasurer, having seal attached, showing rank, date of election or appointment and tenure of office, which shall be recognized by all members of the International Association as authority to act for the Executive Board within the limits of the Constitution.

OFFICIAL JOURNAL.

Sec. 114. There shall be published, monthly, at Headquarters, an Official Journal, which is known as The Bridgemen's Magazine. The Secretary-Treasurer shall have charge of its publication, employing such assistants as are necessary. Such assistants shall, as far as practicable, be selected from the ranks of the International Association, and their appointment shall be subject to the approval of the Executive Board. The expense of maintaining the Official Journal shall be paid from a special fund. The magazine shall be furnished members through the agency of their local union, and it shall be furnished to other subscribers at the uniform rate of \$1 per annum. The maintenance of the Official Journal shall be from a revenue of five cents per member per month, individual subscriptions and advertising.

Sec. 115. All official communications sent out by the Secretary-Treasurer for the general information of the members of the International Association shall also be inserted in the Official Journal of the International Association. The Secretary-Treasurer shall make all rules and regulations as to the rates for advertising and all other matters pertaining to the publication of said Official Journal, subject to the supervision of the Executive Board.

PRINTING AND SUPPLIES.

Sec. 116. The President and Secretary-Treasurer shall receive competitive bids and award contracts to the lowest bidder for the printing of the magazine and supplies for headquarters and local unions, and endeavor to adopt a uniform system of ledgers, receipts, permits, monthly report blanks and supplies.

Sec. 117. All constitutions, dues books, emblems, buttons, blanks and other supplies shall be furnished by the Secretary-Treasurer, per order of the Secretary of any local union in good standing, at the prices quoted on the official price list. A remittance must accompany all orders for supplies. Emblems of the International Association shall be sold to members only.

GENERAL REGISTER.

Sec. 118. The Secretary-Treasurer shall keep a General Register, in which he shall record the names of all members of the International Association and their standing therein, together with the names of the persons to whom their beneficiary certificates are payable.

DONATIONS.

Sec. 119. The funds of this Association having been raised for the protection and relief of its members, shall not be donated for any purpose except by a two-thirds vote of the International Association in convention assembled.

Sec. 120. The funds of this organization shall not be donated or appropriated to pay the traveling expenses of any delegate to a convention of the International Association.

FUNDS—HOW DEPOSITED.

Sec. 121. The Secretary-Treasurer shall place all funds in a depository selected by the Executive Board to the credit of the In-

ternational Association of Bridge and Structural Iron Workers. He shall be the custodian of the certificates or other evidence of deposit or investment. Funds so deposited shall not be withdrawn, except by approval of the President and Secretary-Treasurer and a majority of the Executive Board.

DEFENSE FUND.

Sec. 122. The Defense Fund shall consist of 12½ per cent of all moneys received from the sale of monthly dues stamps. No moneys on deposit to the credit of the Defense Fund shall be expended in assisting local unions unless a written grievance has been presented to the Secretary-Treasurer and indorsed by a majority of the Executive Board prior to the request for aid. A majority vote of the Executive Board shall be required to expend moneys credited to the Defense Fund. No moneys in the Defense Fund shall be available for a period of five years from January 1, 1907.

MEMBERSHIP BOOKS.

Sec. 123. The President and Secretary-Treasurer shall have printed in sufficient amounts to supply the members of the International Association, neatly printed and bound books containing a number of due sheets duly divided for the recording of monthly dues under the dues stamp system; pages shall also be provided for recording transfers.

Sec. 124. The following instructions to members shall be printed in above Membership Books. Every member is requested to familiarize himself with the following:

Every member of the International Association shall procure from the Secretary-Treasurer, through the agency of his local union, a Membership Book for the receipt of his monthly dues and assessment stamps. All monthly dues are payable in advance;

each Membership Book shall bear the name and membership number of the holder.

As soon as a member has paid his dues the Financial Secretary shall paste a dues stamp in the space covering the month or months the member pays for and shall cancel same with official stamp, showing date of payment.

Should a member lose his Membership Book he must make a personal application to the local Financial Secretary for another, who will procure the same through the Secretary-Treasurer. The latter officer will notify all local unions of the loss. The duplicate book shall bear the same number, also the same number of dues and assessment stamps, but will be stamped "Duplicate."

PROVISIONS FOR THE AMENDMENT OF THE CONSTITUTION.

Sec. 125. Each local union shall have the right to propose through the columns of the Official Journal, amendments to the International Constitution. Each local union is required to act upon every amendment at their meeting next following the receipt of the journal containing such amendments and report to the Secretary-Treasurer. Any amendment receiving the indorsement of at least five local unions shall be submitted to a vote of local unions within thirty days.

Sec. 126. Any amendment of the International Constitution being endorsed as required shall be submitted to a popular vote of the members. A copy of the record of such actual vote pro and con to be transmitted to the Secretary-Treasurer under the seal of the local union with the signatures of the President and Secretary affixed, and no amendments (except those adopted at the convention) shall be valid unless two-thirds of the members voting, vote in favor thereof, the result to be transmitted within thirty

days from date of submitting the amendments to a vote; each amendment to be printed in pamphlet form for local unions and the Official Journal.

Sec. 127. All propositions for the alteration of the laws of the International Association to be voted for at the convention shall be published in the Official Journal four weeks prior thereto, but this shall not debar the convention from adopting laws not published in the Official Journal, and all amendments adopted by the convention shall be submitted to a popular vote.

Sec. 128. Whenever a question other than the amendment of the Constitution is submitted to the local unions by the Secretary-Treasurer, it shall require a majority vote of members voting to decide; said actual vote, pro and con, under seal of local union, and signed by the Financial Secretary and President, shall be returned to the Secretary-Treasurer within thirty days after being submitted.

Sec. 129. Local unions failing to comply with the above section shall be fined ten dollars, but no local union shall be fined for not taking action on a proposed amendment unless the same has been submitted by the President by circular letter.

Sec. 130. The Secretary-Treasurer shall publish an itemized record of the vote as submitted by local unions.

Sec. 131. Should any amendment be carried, the President shall notify all local unions within thirty days of the result, and specify a date on and after which said amendment shall become a law.

RULES TO GOVERN INSIDE BRIDGE AND STRUCTURAL IRON WORKERS.

Sec. 132. This branch shall be composed of men employed in the various shops engaged in the construction of all material as specified in Sections 4-7 of the Constitution.

Sec. 133. They shall be required to form themselves, wherever a sufficient number may be obtained, into separate local unions, and shall be governed by these special rules and regulations.

Sec. 134. Each local union of shop workers shall regulate its initiation fee to meet the conditions existing within its jurisdiction; they shall also make such other conditions for membership as may be suitable, but in no case, except when local unions are being newly formed, shall the entrance fee be less than five (\$5.00) dollars.

Sec. 135. A member of a shop workers' local union desiring to transfer to an outside workers' local union shall present a transfer which shall state fully the amount of entrance fee paid by him, when, after proving himself qualified, he may be accepted by an outside workers' local union upon the payment of a differential fee sufficient to equal the standard initiation fee.

Sec. 136. When desiring to transfer from one shop workers' local union to another, then Sections 78-90 of this Constitution shall apply and a special form of transfer card shall be provided for the shop men.

Sec. 137. In a district where there are not a sufficient number of outside workers to maintain a local union, both shop workers and outside workers may combine into one local union and make such provisions to regulate the trade in their jurisdiction as may best promote its interests, subject to and not in conflict with this Constitution.

Sec. 138. The per capita tax of all inside iron workers shall be 20 cents per month per member, payable monthly. The Secretary-Treasurer shall issue a special dues stamp to distinguish all inside iron workers from structural iron workers. Stamps to be paid for at the above valuation.

Sec. 139. The representation in convention shall be on a basis of eight (8) to ten (10), as provided for in Sections 10 to 11.

Sec. 140. Not more than one assessment of fifty (50c) cents per quarter shall be assessed on the outside locals for the benefit of shopmen.

Sec. 141. All questions not provided for in these rules shall be governed by this Constitution.

GENERAL MEMBERSHIP CARD.

RULES AND REGULATIONS GOVERNING MEMBERS IN ISOLATED LOCALITIES.

Sec. 142. The Secretary-Treasurer will forward application blanks when requested to do so by any person or persons who work at the trade of bridge and structural iron work, where no local union of the International Association exists, and if the said person or persons are not expelled members and have no charges against them in any local union of the International Association and are of good moral character, can command the wages in any of our jurisdictions, and on payment of \$5.00 entrance fee, they may, on signing the application, which will contain the obligation of the International Association, be placed on the roll as general members at Headquarters, subject to all the laws, rules and regulations governing general members.

Sec. 143. When a general member has paid dues in advance and procures certificate or transfer to a local union, the Secretary-Treasurer shall refund all dues paid in advance over and above the current month in which transfer is issued.

Sec. 144. Should a general member transfer to the jurisdiction of any local union within six months after being initiated, a differential fee of twenty dollars (\$20.00) must be paid.

Sec. 145. If a member is in a locality where no local union of the International Association of Bridge and Structural Iron Workers exists, he must, in order to retain his beneficiary standing, forward the sum of 75 cents per month to Headquarters and be placed on the general roll.

Sec. 146. A general membership book will be issued by the Secretary-Treasurer on receipt of the initiation fee and not less than three months' dues in advance. The general membership certificate, which can be secured from Secretary-Treasurer the same as transfer, must be deposited as soon as the member reaches the jurisdiction of a local union.

Sec. 147. Each General Membership transfer shall have a coupon attached and on deposit of said transfer the Financial Secretary receiving it must sign the same, affix the seal of the local union thereon, and forward the coupon to Headquarters.

Sec. 148. All Constitutions and laws and parts of laws in conflict with this Constitution are void, and the same are hereby repealed.

Sec. 149. Roberts' Rules of Order govern all proceedings not otherwise specified herein.

E. A. CLANCY, Chairman,
W. E. REDDIN,
H. W. POHLMAN,
JAMES WATERS,
E. P. RYAN,
Constitution Committee.

ORDER OF BUSINESS

1. Call of Convention to Order.
2. Presentation of Original Credentials.
3. Report of Committee on Credentials.
4. Roll Call of Delegates.
5. Appointment of Committees.
6. Report of President.
7. Report of Secretary-Treasurer.
8. Report of Executive Board.
9. Reading and Referring of Resolutions, Memorials and Petitions.
10. Reports of Local Unions.
11. Communications and Bills.
12. Reports of Committees.
13. Unfinished Business.
14. Election of Officers.
15. Installation of Officers.
16. For the General Good of the Association.
17. Reading the Minutes of the Session just closed.
18. Adjournment.

OBLIGATION OF MEMBERS

I (give name) hereby solemnly and sincerely pledge my honor as a man that I will not reveal any private business or proceedings of this union or of the International Association, or any individual actions of its members; that I will, without equivocation or evasion, and to the best of my ability, abide by the Constitution and By-Laws, and the particular scale of wages adopted by it; that I will abide by the will of the majority, and that I will, at all times, by every honorable means within my power, procure employment for members of this union.

OBLIGATION OF OFFICERS

I (give name) do hereby solemnly pledge my honor as a man that I will faithfully discharge the duties of my office as (office elected to) of the International Association; that I will support the Constitution of the International Association of Bridge and Structural Iron Workers, and that I will enforce the same to the best of my ability, without prejudice or partiality.

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